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ABSTRACT

As more women and people of color hold academic jobs, the incidence of illegal employment discrimination in reappointment, tenure, and promotion decisions also increases. This book addresses how individual faculty members can defend themselves against unfair practices and how universities and colleges can protect themselves from being named in employment discrimination lawsuits. In addition, the book examines the factors precipitating lawsuits, the position the courts have taken on intervention, and the evidence the courts consider is necessary to be persuasive in these cases. The issues that underlie any fair and equitable employment policy are considered, the importance of research in evaluating candidates for tenure is assessed, and the questions of how best to measure teaching effectiveness and how much weight is usually given to such subjective aspects of a faculty member's job performance as collegiality and service are examined. An appendix provides a chart of the legal cases selected for the book, relating them to specific laws, the type of discrimination involved, the initial cause of action, whom the court's decision favored, and the pertinent issues involved. Contains case and general indexes. (GLR)

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